

**Email:** [donald.g.russell@att.net](mailto:donald.g.russell@att.net)

**Present Occupation:** Arbitrator and Mediator

**First Business Address:**

8103 E. US Hwy. 36, #259  
Avon, IN 46123  
Phone: (317) 718-8374  
Fax: (317) 718-8375

**Second Business Address:**

344 Leffingwell Avenue  
Kirkwood, MO 63122  
Phone: (317) 718-8374  
Fax: (317) 718-8375

**PROFESSIONAL AFFILIATIONS:**

National Academy of Arbitrators  
American Arbitration Association

Indianapolis Bar Association  
Association for Conflict Resolution

**EDUCATION:**

JD Law	1967	Indiana University School of Law - Indianapolis
BA Government	1963	Indiana University
Attended	1961	Washington University (St. Louis, MO)

**CERTIFICATIONS:**

Admitted to bar	Supreme Court of Indiana	1967
	U.S. Dist. Court (S.D. Ind.)	1967
	U.S. Court of Appeals (7th Cir.)	1970
Mediation certified	Supreme Court of Indiana	1992

**ARBITRATION/LABOR RELATIONS EXPERIENCE:**

1977-Present: Arbitrator. Arbitrate labor cases. Admitted to AAA labor panel in 1980 and FMCS labor panel in 1982. Written more than 200 decisions. Serve on several union-company permanent panels and government agency panels. 1973-2000: Served as Executive Director for the Indiana Education Employment Relations Board hiring, training, evaluating, assigning, and supervising administrative law judges for unfair labor practices, mediators and fact-finders for contract negotiation impasses, and hearing officers/election supervisors for bargaining unit determinations and elections. 1968-1973: General practice of law with emphasis on trial work, labor and employment law. 1966-1968: Law clerk to Honorable James E. Noland, U.S. Dist. Ct., S.D. Ind. 1965-1966: Bailiff and law clerk in Marion County Municipal Court 7. 1961 and 1963-1965: City desk reporter for The Indianapolis Times. 1958-1963: Various factory jobs.

**INDUSTRIES:**

Auto, bakery, chemical, coal, containers, dairy, education (universities and K-12 local), federal sector griev., food processing/service, foundry, furniture, hospital/nursing home, hotel/restr., local government, machinery, manufacturing (many kinds), metal fabrication, mining, organ., plastics, police and fire, printing and publishing, public sector grievance, public sector interest arb., pulp & paper, retail stores, rubber/tire, service, steel, transportation, truck & storage, utilities, warehousing and others.

**ISSUES:**

Absenteeism, alc & drug abuse, arbitrability, work-assign., barg unit work, classification, demotion, discharge, discipline, discrim., dress code, environmental pay, health & welfare, holidays & hol. Pay, job class, job evaluation, job posting & bidding, jurisdiction, layoff, bumping & recall, mgmt rights, no-fault and zero tolerance policies, overtime/overtime pay, poor workmanship, past practice, rate of pay, RIF, schedule if work, seniority, transfer, work performance, other, AWOL, contracting out, insubordination, promotions, sick leave, wages, grievance mediation.

**PERMANENT PANELS:**

AK Steel / AEIF

Rytex / UAW

Wellman Thermal / UAW

Anderson Schools / Anderson Federation  
of Teachers

Goshen Rubber / USWA, Local 650 L

UGIMAG / USWA, Local 1191-12

City of Cincinnati/AFSCME, Ohio Council 8

UBE Automotive/UAW Local 2332

Dana Corp. / UAW Local 3047

**ARBITRATION ROSTERS:**

National Mediation Board; Indiana Educ. Emp. Rel. Bd.; Kentucky Labor Cabinet; Ohio SERB; Phoenix Emp. Rel. Board; Louisville Labor-Management Committee; NASD Dispute Resolution; U.S. Postal Service REDRESS.

**PUBLISHED CASES:**

15 LAIS 3543, 216 AIS 11 (1987); 21 LAIS 3394, 290 AIS 9 (1993); 24 LAIS 3505, 328 AIS 10 (1997); 27 LAIS 3968, 367 AIS 5 (1999).

**SIGNIFICANT PUBLICATIONS:**

Labor-Management Relations in the Public Sector. Chapter 6, Selection of a Bargaining Representative.  
Association of Labor Relations Agencies (1999), LRP Publications, Horsham, PA.

**FEES:**

**PER DIEM FEE:** \$750 per day.

**Hearing Fee:** \$750 per 8-hour day or part thereof. If the hearing day lasts more than eight hours, the extra time is billed at \$93.75 per hour.

**Fees For Study, Writing And Administration:** \$750.00 per 8-hour day; \$93.75 per hour. Time records are kept by day and hour(s) for these tasks and these records will be provided upon request.

**Mileage:** Travel by auto is charged at 34 cents per mile. Other means of travel (air, rail, bus) may be used at out-of-pocket expense if the distance to the hearing is more than 200 miles. Travel by car is charged from Danville, Indiana, or Kirkwood, Missouri, whichever is the least cost to the parties. Other modes of travel are charged at the cost to the arbitrator with receipts provided upon request. Airfare may be interim billed as incurred.

**Travel:** Up to ½ day (4 hours) per diem may be charged for travel to or from a hearing on day(s) other than the hearing day.

**Cancellation Fees:** Cancellation and postponement fees are not charged if the arbitrator is notified of the cancellation thirty (30) days or more before the date set for the hearing. If notice is given twenty-nine (29) to fifteen (15) days before the date set for the hearing, one-half day per diem \$375 is charged; and, if notice is given fourteen (14) days or less before the hearing date, one day \$750 is charged.

**Other Expenses:** Lodging, meals, copies, postage, telephone, air fares, and other expenses are charged at out-of-pocket cost to the arbitrator with receipts provided upon request.